

to increasing the town's image. I would like to thank them for their contribution.

STUDENT RESULTS ACT OF 1999

SPEECH OF

HON. PATSY T. MINK

OF HAWAII

IN THE HOUSE OF REPRESENTATIVES

Wednesday, October 20, 1999

The House in Committee of the Whole House on the State of the Union had under consideration the bill (H.R. 2) to send more dollars to the classroom and for certain other purposes:

Mrs. MINK of Hawaii. Madam Chairman, today, I join my colleagues, Representatives WOOLSEY, SANCHEZ and MORELLA, in offering this amendment to restore the gender equity provisions in the Elementary and Secondary Education Act.

The Majority has argued that these equity provisions are no longer needed. However, girls continue to face barriers in the classroom. The Women's Educational Equity Act (WEEA) and other gender equity provisions are still needed to help overcome these barriers. For instance:

While girls have improved in some areas, girls are still not learning the technology skills they need to compete in the 21st century. In fact, only a very small percentage of girls take computer science courses, even though 65% of jobs in the year 2000 will require these skills. The girls that do take computer classes tend to take data entry, while boys take advanced programming. For instance, only 17% of students who take the computer science Advanced Placement test are girls.

Furthermore, compared with boys, girls receive fewer scores of 3 or higher on Advanced Placement tests, the score needed to receive college credit. And on high-stakes tests that determine college admissions, scholarships, and course credit—including the SAT and ACT—boys continue to score higher than girls.

Although standardized tests, such as NAEP and TIMSS, illustrate that girls do score higher in reading and writing, boys still earn the highest scores in history, geography, math and science.

In 1974, I authored the Women's Educational Equity Act (WEEA) to help the federal government assist schools in eradicating sex discrimination from their programs and practices and in ensuring that a girl's future is determined not by her gender, but by her own interests, aspirations, and abilities. I consider this Act one of my finest achievements.

Since its inception, WEEA has been critical in assisting schools to achieve educational equity for women and girls. It has funded research; it has organized training programs and provided guidance and testing activities to combat inequitable educational practices; and it has established an 800 number, e-mail, and web site, in order to make these materials and models widely available at low cost to teachers, administrators, and parents.

WEEA provides a resource for teachers, administrators and parents seeking proven methods to ensure equity in their school systems and communities;

WEEA provides the materials and tools to help schools comply with Title IX, the federal law prohibiting sex discrimination in federally funded education institutions;

WEEA provides the research and model programs to back up Title IX's promise to American students of a non-discriminatory education;

WEEA projects help girls to become confident, educated, and self-sufficient women; and

WEEA helps to prevent teen pregnancy; keep girls in schools through graduation; provide mentors, and steer them toward careers using math, science and technology.

And that is only a glimpse of what WEEA has done for our girls. Since its inception, WEEA has funded over 700 programs, including:

Programs making math and science opportunities more accessible to girls and young women.

Expanding Your Horizons, which exposes girls to women in non-traditional careers, have been replicated in communities throughout the country, often by AAUW branches.

Projects developing teaching strategies to enhance girls' and ethnically diverse students' learning in math and science.

The development of "Engaging Middle School Girls in Math and Science", a nine-week course for teachers and administrators which explores ways of creating classroom environments that are supportive of girls' successes in these subjects.

A CD-ROM, called "A Lifetime of Science, Engineering and Mathematics", that showcases over 100 curricular innovations, professional development efforts and informal learning opportunities to promote gender equity in science, engineering, and mathematics.

And the observance of Women's History Month, which has exposed students across the country to the important contributions women have made to the nation.

Women have made great strides over the last few decades. However, much more needs to be done before there is true gender equity. The Women's Educational Equity Act and the gender equity provisions are essential in bringing about this change.

I strongly urge my colleagues to support this amendment.

THE END OF AN ERA

HON. ROY BLUNT

OF MISSOURI

IN THE HOUSE OF REPRESENTATIVES

Tuesday, October 26, 1999

Mr. BLUNT. Mr. Speaker, I rise today to honor the ending of a tradition of dedication of serving the public by the Gray family of Carthage, Missouri. On August 27, 1924 Howard H. Gray opened the College Pharmacy on the square in Carthage. On October 31, 1999, Howard Gray's son, Bill Gray will close the doors of the College Pharmacy for the last time.

Bill Gray has spend the last 60 years in his "first home". First as an eleven year old youngster working for his father as a curb hop, picking up order from customers at the curb and running them in to his father to be filled. Later, Bill worked the soda fountain which in those days was filled with teenagers...quite a lively place. Upon obtaining his pharmacist degree from the University of Missouri, Kansas City, in 1950, Bill became an owner in the family business.

Over the last forty-nine years, Bill Gray has served the citizens of Carthage as a pharmacist and friend. Filling prescriptions, answering the questions of a nervous mother whose child is ill and even making house calls to deliver medicine to the elderly all have endeared College Pharmacy and Bill Gray in the hearts of the people of Carthage.

Life has not been all work for Bill. For over thirty-one consecutive years, Bill led a group of Carthage residents, known as Clyde's Bluff Dwellers, down the Buffalo River for a late spring float trip to enjoy the beauty of the Ozarks. Bill's knowledge of the Buffalo River is legendary.

For over 75 years, three-quarters of a century, Howard and Bill Gray helped the sick in Carthage get better and they did it with hometown service. On October 31, Bill Gray will hang up his blue pharmacist's coat, turn off the lights and lock the door to the College pharmacy for the last time. With the turn of a key, an historic landmark in Carthage, Missouri will become a memory.

I congratulate the Gray family for their years of faithful service to the public and, specifically, wish Bill Gray the best in the years ahead as he enjoys his retirement.

TRIBUTE TO CAPTAIN RICHARD L. RODGERS

HON. JERRY LEWIS

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, October 26, 1999

Mr. LEWIS of California. Mr. Speaker, I rise today to recognize an outstanding Naval Officer, Captain Richard L. Rodgers, who has served with distinction for the past two years for the Secretary of the Navy as the Head of Appropriations Matters Office under the Assistant Secretary of the Navy (Financial Management and Comptroller.) It is a privilege for me to recognize his many outstanding achievements in this capacity and commend him for a career of superb service that he has provided to the Department of the Navy, the Congress, and our great Nation as a whole.

During his tenure as Head, Appropriations Matters Office, which began in April of 1997, Captain Rodgers has provided members of the House Appropriations Committee, as well as our professional and personal staffs with timely and accurate support regarding Department of Navy plans, programs and budget decisions. His valuable contributions have enabled the Committee and the Department of the Navy to strengthen their close working relationship and to ensure the most modern, well-trained and well-equipped naval forces are attained for the defense of our great nation.

Mr. Chairman, Richard Rodgers and his wife, Jackie, have made many sacrifices during his career, and as they embark on the next great adventure beyond their beloved Navy, I call upon my colleagues to wish him every success and to thank him for his long, distinguished and ever-faithful service to God, country and the Navy.

TRIBUTE TO THE LATE CARL
DINCLER

HON. SCOTT McINNIS

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Tuesday, October 26, 1999

Mr. McINNIS. Mr. Speaker, it is with great pride and honor that I rise today to tell you of a man who's life was filled with family values, civic duty, kindness and love. He lived every moment of his life as though it were his last.

Carl Dincler loved to have the spotlight. He also loved sharing that light with everyone so that they might feel the inspiration and zest for life that he had so much of. Throughout the 86 accomplished years of his life, he touched so many people, whether it was in one of his business ventures or in one of his many community activities. Ultimately, these people knew they were in the presence of a great human being when in Carl's company.

With his equally accomplished wife Jeanette, Carl started a fabric store which became known for the stage curtains they made. If the curtains were not hung perfectly each time, Carl would get out the ladder and start over. He took pride in everything that he did, including his long time commitment to the community. Carl served as president of the Pueblo Board of Water Works and also former president of the Downtown Association and Lion's Club.

Aside from his many achievements in the business world, he has left a proud legacy in his family. He is survived by his wife Jeanette who is also known for her active role in the community. Together they had a daughter, Sharon, who has a Ph.D. in continuing education from the University of Denver and today edits doctoral theses. One granddaughter and a great-great-granddaughter also survive. These wonderful people will undoubtedly carry on the legacy of Carl's accomplished life.

Mr. Speaker, for the people of western Colorado and from the bottom of my heart, I say thank you to this man for realizing that one man can make a difference. His dedication to his family, his faith and his community will long be remembered and admired. He was an outstanding American and will be missed greatly.

TRIBUTE TO THE REEBOK SHOE
COMPANY

HON. JOHN JOSEPH MOAKLEY

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, October 26, 1999

Mr. MOAKLEY. Mr. Speaker, the role this nation plays in international conflicts, in providing humanitarian aid abroad, and in working to better the lives of all humanity is a constant matter of debate throughout the United States. I believe we do have an obligation to use our tremendous resources, know-how and prosperity to help uplift the difficult conditions many find themselves in throughout the world. And, I believe everyone in this nation can play a major part in that effort. Our influential corporations, while doing business abroad, can and should play a major role by acting responsibly and showing nations what it means to protect human rights, respect the rights of

labor and respect the environment. Today, I'd like to highlight how one corporation—the Reebok shoe company—is working to make a positive difference in the lives of their workers. By allowing an objective third party labor rights organization to freely monitor the conditions of two of its factories in Indonesia, and make those findings public, Reebok has shown its desire for openness and cooperation, as well as a strong respect for the rights of the hard working people that make the company successful. I hope other major U.S. corporations will join in this effort.

I am very proud that the Reebok Corporation is located in my congressional district in Massachusetts. I commend the enclosed piece describing the latest initiative by Reebok's Chairman and CEO Paul Fireman, which recently appeared in the Washington Post, and ask that it be included in the CONGRESSIONAL RECORD.

[From the Washington Post, Oct. 17, 1999]
STEPS WE MUST TAKE ON THIRD-WORLD
LABOR

(By Paul Fireman, chairman and CEO of
Reebok International Ltd)

Working conditions in overseas factories that produce apparel for the U.S. market have become controversial, putting companies on the spot for their decision to transfer jobs to faraway countries. Here's how one company is responding.

Tomorrow, Reebok International Ltd. will become the first company in the footwear industry to release an in-depth, third-party examination of labor conditions in the factories that make its products. We are not making the report public because it shows our company in an unequivocally favorable light—far from it. We are releasing it because we think it is time to confront and accept responsibility for correcting the sometimes-abusive conditions in factories overseas. We'd like to encourage other multinational corporations to follow suit.

The report, titled Peduli Hak—Indonesian for "Caring for Rights"—assesses conditions in two factories, PT Dong Joe Indonesia and PT Tong Yang Indonesia, which employ approximately 10,000 workers to make our footwear. Reebok doesn't own these factories; we selected them because they account for more than 75 percent of our footwear production in Indonesia, and have many similarities with other athletic footwear factories in Asia.

We chose the independent research and consulting firm Insan Hitawasana Sejahtera (IHS) to perform the assessment, based on the recommendation of leading human rights professionals who credit it with impartiality and objectivity. To ensure the team's independence, we guaranteed IHS full access to factory records and workers, without intervention from Reebok or the factory management. We also promised in advance to make the IHS report public.

The report, based on 1,400 hours spent inspecting the plants, observing working procedures and interviewing workers over a 14-month period, highlights some disturbing facts about the working conditions there. For example, it criticizes the way the factories' managers communicate with workers, noting that most workers are functionally illiterate and could not understand their rights under their collective bargaining agreement or the details of their wage statements. The report also found that it was more difficult for women than men to obtain promotions or supervisory positions. It faulted the factories' health and safety procedures—in particular the procedures governing the use and handling of chemicals. The report also describes steps the factories'

owners have been taking to rectify these problems.

Some of the flaws the IHS inspectors uncovered presented more of a challenge to correct than others. It is fairly simple to improve inadequate lighting, or ventilation where workers were being exposed to chemicals. And factories raised pay to bring it in line with the government's determination of a minimum living wage, since wages had not kept in line with the rapid fluctuations in prices following Indonesia's economic crisis. But it was altogether different when inspectors reported that drums containing the remains of hazardous substances were routinely left in areas accessible to the public, in violation of local hazardous waste laws. When the factory management changed its procedures to comply with the law, members of the local community protested; they had been collecting the drums and reselling them. In response, the factories adopted policies to allow for local collection of scrap metal and other non-hazardous waste materials.

Why did we undertake this potentially damaging workplace assessment, and why was it important to make the results public?

The simple answer is because of the commitment we at Reebok have made to respect the fundamental human rights of the nearly 25,000 workers in Asia who produce our footwear. That's why we placed a heavy emphasis on worker interviews (950 workers answered surveys; 500 took part in confidential interviews). It is also why we made Indonesian-language copies of the report available to the workers, and why we presented the report at a meeting with our footwear contractors.

But there is another reason, which is just as important. We want to encourage other multinational corporations that may be reluctant to open the doors of the factories manufacturing their products to in-depth inspections. Quite simply, we want to show that a detailed, critical report about factory conditions can be disclosed without the sky falling. And we'd like to change the attitude that has prevailed among many companies for many years—that they do not have any real responsibility for conditions in factories they do not own, or for the treatment of workers who are not their employees.

In 1992, Reebok adopted a code of conduct requiring that the factories of our global suppliers comply with internationally recognized human rights standards. Ever since, we have incorporated that code of conduct into our contractual agreements with factory owners and have monitored their compliance.

Despite these efforts—and those of some other companies—critics remained skeptical. They rightly point out that codes of conduct are little more than window dressing unless there is an effective process to monitor workplace conditions and determine whether standards are being met.

The Peduli Hak assessment was an attempt to address these concerns. But many multinational corporations that produce footwear, apparel and toys in the global marketplace remain fearful; although many now have codes of conduct, they are unwilling to undergo independent external monitoring, or suffer the embarrassment and expense that exposing workplace conditions might produce.

This fear of monitoring is seen in the reluctance of many companies to join the Fair Labor Association (FLA), which is chaired by former White House counsel Charles Ruff. The FLA has adopted procedures to accredit independent monitors who will be qualified to inspect factories for compliance with a Workplace Code of Conduct covering nine key areas: child labor, forced labor, discrimination, harassment, freedom of association,